

FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

MUST BE USED BY LABOR ORGANIZATIONS WITH \$200,000 OR MORE IN
TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP

Form Approved
Office of Management and Budget
No. 1215-0188
Expires: 07-31-2004

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only E	1. FILE NUMBER 028 - 029	2. PERIOD COVERED MO DAY YEAR From 01 01 2003 Through 12 31 2003	3. (a) AMENDED — If this is an amended report correcting a previously filed report, check here: <input type="checkbox"/> (b) TERMINAL — If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here: <input type="checkbox"/> (c) SUBSIDIARY — If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here: <input type="checkbox"/>
	8. MAILING ADDRESS First Name RAYMOND Last Name LANCASTER P.O. Box • Building and Room Number (if any) Number and Street 6150 COTTLE ROAD City SAN JOSE State CA ZIP Code + 4 95123 - 9. Are your organization's records kept at its mailing address? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> (If "No," provide address in Item 75.)		

75. ADDITIONAL INFORMATION

Item Number 76.	Vice-President was acting as President in absence of President.
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Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VI on penalties in the instructions.)

76. SIGNED: <u>Frederick H. [Signature]</u> Vice PRESIDENT 4/02/04 (408) 225-3030 Date Telephone Number (If other title, see instructions.)	77. SIGNED: <u>Ryan [Signature]</u> TREASURER 3-30-04 (408) 225-3030 Date Telephone Number (If other title, see instructions.)
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04-103-082/028029

During the Reporting Period Did Your Organization:

10. Have a "subsidiary organization" as defined in Section X of the instructions? Yes ☐ No ☒
11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? ☒ ☐
12. Have a political action committee (PAC) fund? ☒ ☐
13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? ☒ ☐
14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? ☒ ☐
15. Discover any loss or shortage of funds or other property? ☐ ☒
(Answer "Yes" even if there has been repayment or recovery.)
16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? ☐ ☒
17. Liquidate or reduce any liabilities without disbursement of cash? ☐ ☒

(If the answer to any of the above questions is "Yes," provide details in Item 75 as explained in the instructions for each item.)

18. How many members did your organization have at the end of the reporting period? 2 2 1 9
19. What is the date of your organization's next regular election of officers? MO 1 2 YEAR 2 0 0 6
20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? \$ 5 0 0 0 0 0
21. What are your organization's rates of dues and fees? (Enter a minimum and maximum if more than one rate applies for any line.)

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ 1.27 per HOUR (Month, Year, etc.)
(b) Initiation Fees	\$ 1,210- 4,324
(c) Transfer Fees	\$ NONE
(d) Work Permits	\$ 19.00 per WEEK (Month, Year, etc.)

22. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? Yes ☐ No ☒
(If the constitution and bylaws or practices/procedures have changed, see the instructions.)
23. Were any of your organization's assets pledged as security or encumbered in any other way at the end of the reporting period? ☒ ☐
24. Did your organization have any contingent liabilities at the end of the reporting period? ☐ ☒
- (If the answer to Item 23 or 24 is "Yes," provide details in Item 75.)

STATEMENT A - ASSETS AND LIABILITIES

FILE NUMBER: 0 2 8 - 0 2 9

Complete Schedules 1 Through 15 Before Completing Statement A

Enter Amounts in Dollars Only -- Do Not Enter Cents

	ASSETS	From SCH #	Start of Reporting Period (A)	End of Reporting Period (B)
	Item			
ASSETS	25. Cash.....	1	3 5 9 5 5 2 6	3 7 7 2 9 2 0
	26. Accounts Receivable.....		0	0
	27. Loans Receivable.....		0	0
	28. U.S. Treasury Securities.....		0	0
	29. Investments.....	2	2 3 5	2 3 5
	30. Fixed Assets.....	5	7 5 1 5 6 7 8	7 3 7 3 9 8 6
	31. Other Assets.....	3	2 5 0 7 7 9	2 9 3 9 9 3
	32. TOTAL ASSETS.....		1 1 3 6 2 2 1 8	1 1 4 4 1 1 3 4
LIABILITIES	33. Accounts Payable.....	8	0	0
	34. Loans Payable.....		0	0
	35. Mortgages Payable.....		3 7 7 7 8 1 3	4 2 0 0 0 0 0
	36. Other Liabilities.....	4	8 0 3 9 9	1 0 3 5 7 7
	37. TOTAL LIABILITIES.....		3 8 5 8 2 1 2	4 3 0 3 5 7 7
	38. NET ASSETS (Item 32 less Item 37).....		7 5 0 4 0 0 6	7 1 3 7 5 5 7

STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 0 2 8 - 0 2 9

Complete Schedules 1 Through 15 Before Completing Statement B

Enter Amounts in Dollars Only -- Do Not Enter Cents

CASH RECEIPTS	From SCH #	AMOUNT	CASH DISBURSEMENTS	From SCH #	AMOUNT
Item			Item		
39. Dues.....		3 0 3 4 5 8 8	56. To Officers.....	9	3 3 4 2 4 3
40. Per Capita Tax.....		0	57. To Employees.....	10	2 1 6 1 3 1
41. Fees.....		4 0 4 3	58. Per Capita Tax.....		1 0 5 1 5 1 4
42. Fines.....		1 2 6 5 0	59. Fees, Fines, Assessments, etc.		0
43. Assessments.....		1 0 1 3 2 2	60. Office & Administrative Expense....	13	5 8 7 9 4 1
44. Work Permits.....		0	61. Educational & Publicity Expense...		0
45. Sale of Supplies.....		7 6 8	62. Professional Fees.....		1 5 1 3 1 0
46. Interest.....		3 7 8 3 4	63. Benefits.....	11	5 4 8 8 2 2
47. Dividends.....		0	64. Contributions, Gifts & Grants.....	12	1 8 8 6 1 1
48. Rents.....		4 0 3 9 7 1	65. Supplies for Resale.....		0
49. Sale of Investments & Fixed Assets.....	6	0	66. Direct Taxes.....		6 4 7 8 4
50. Loans Obtained.....	8	0	67. Withholding Taxes.....		2 2 7 1 7 3
51. Repayments of Loans Made.....	1	0	68. Purchase of Investments & Fixed Assets.....	7	2 9 3 7 1
52. On Behalf of Affiliates for Transmittal to Them.....		0	69. Loans Made.....	1	0
53. From Members for Disbursement on Their Behalf.....		9 1 5 3 7	70. Repayment of Loans Obtained.....	8	0
54. Other Receipts.....	14	9 7 1 4 9 6	71. To Affiliates of Funds Collected on Their Behalf.....		0
			72. On Behalf of Individual Members...		7 5 0 7 7
			73. Other Disbursements.....	15	1 0 0 5 8 3 8
55. TOTAL RECEIPTS.....		4 6 5 8 2 0 9	74. TOTAL DISBURSEMENTS		4 4 8 0 8 1 5

Enter Amounts in Dollars Only -- Do Not Enter Cents

SCHEDULE 1—LOANS RECEIVABLE

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1.					
2.					
3.					
4. Totals from additional pages (<i>if any</i>)					
5. Totals of loans not listed above	0	0	0	0	0
6. Totals of Lines 1 through 5	0	0	0	0	0
The totals from Line 6 are entered in..... Item 27 Item 69 Item 51 Item 75 Item 27 Column (A) with Explanation Column (B)					

SCHEDULE 2 - INVESTMENTS **(OTHER THAN U.S. TREASURY SECURITIES)**

FILE NUMBER: 0 2 8 - 0 2 9

SCHEDULE 3 - OTHER ASSETS

Description (A)	Amount (B)
Marketable Securities	
1. Total Cost	2 3 5
2. Total Book Value	2 3 5
3. List each marketable security which has a book value over \$1,000 and exceeds 20% of Line 2.	
(a) None	0
(b)	
(c)	
(d)	
Other Investments	
4. Total Cost	0
5. Total Book Value	0
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary for which separate reports are attached.	
(a) None	0
(b)	
(c)	
(d)	
(e) Total from additional pages (if any)	
7. Total of Lines 2 and 5	2 3 5
The total from Line 7 is entered in Item 29, Column (B)	

Description (A)	Book Value (B)
1. DEPOSITS-WORKERS' COMP	1 7 5 2
2. DEPOSIT/COLLATERAL CD	2 2 3 9 1 8
3. LOAN FEES - NET OF AMORT	6 8 3 2 3
4.	
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	2 9 3 9 9 3
The total from Line 7 is entered in Item 31, Column (B)	

SCHEDULE 4 - OTHER LIABILITIES

Description (A)	Amount at End of Period (B)
1. BENEFITS PAYABLE	2 3 1 9 7
2. MEMB VAC FND\$ TO FORWARD	6 0 8 3 3
3. PAYROLL LIABILITIES	3 0 8 7
4. OTHER FUNDS TO FORWARD	1 6 4 6 0
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	1 0 3 5 7 7
The total from Line 7 is entered in Item 36, Column (D)	

SCHEDULE 5 - FIXED ASSETS

FILE NUMBER: 0 2 8 - 0 2 9

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
1. Land (give location): 6150 COTTLE RD., SAN JOSE, CA 95123	1 3 7 2 3 5 5		1 3 7 2 3 5 5	0
2. Totals from additional pages (if any)	1 5 2 4 1 9 4		1 5 2 4 1 9 4	
3. Buildings (give location): 6150 COTTLE RD., SAN JOSE, CA	2 4 1 6 9 3 7	1 5 2 9 3 0	2 2 6 4 0 0 7	0
4. Totals from additional pages (if any)	2 2 9 0 7 4 5	2 0 0 5 7 5	2 0 9 0 1 7 0	
5. Automobiles and Other Vehicles	1 0 5 0 7 5	6 0 2 7 7	4 4 7 9 8	0
6. Office Furniture and Equipment	1 8 9 7 4 4	1 1 1 2 8 2	7 8 4 6 2	0
7. Other Fixed Assets	0	0	0	0
8. Totals of Lines 1 through 7	7 8 9 9 0 5 0	5 2 5 0 6 4	7 3 7 3 9 8 6	0
The total from Line 8, Column (D) is entered in..... Item 30, Column (B)				

SCHEDULE 6 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
1. None	0	0	0	0
2.				
3.				
4.				
5. Totals from additional pages (if any)				
6. Totals of Lines 1 through 5	0	0	0	0
	7. Less Reinvestments			0
	8. Net Sales			0
The total from Line 8 is entered in Item 49				

SCHEDULE 7 – PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 0 2 8 - 0 2 9

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
1. FURNITURE AND EQUIPMENT	2 0 4 2 0	2 0 4 2 0	2 0 4 2 0
2. BUILDING IMPROV/CARPETING - 6140 COTTLE RD., SAN JOSE, CA 95123	4 4 5 3	4 4 5 3	4 4 5 3
3. REINVESTED INTEREST - COLATERALIZED CD	4 4 9 8	4 4 9 8	4 4 9 8
4.			
5. Totals from additional pages (if any)			
6. Totals of Lines 1 through 5	2 9 3 7 1	2 9 3 7 1	2 9 3 7 1
	7. Less Reinvestments		0
	8. Net Purchases		2 9 3 7 1
The total from Line 8 is entered in Item 68			

SCHEDULE 8 -- LOANS PAYABLE

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment Made During Period		Loans Owed at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. NONE	0	0	0	0	0
2.					
3.					
4.					
5. Totals from additional pages (if any)					
6. Totals of Lines 1 through 5	0	0	0	0	0
The total from Line 6 is entered in Item 34 Item 50 Item 70 Item 75 Item 34 Column (C) with Explanation Column (D)					

SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: 0 2 8 - 0 2 9

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)	
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*						
1.	MARTINEZ ALFRED PRESIDENT	C	1 9 8 7	0	0	0	1 9 8 7
2.	HIRSCH FRED VICE PRESIDENT	C	2 1 7 9	0	0	0	2 1 7 9
3.	LAPEARLE WAYD RECORDING SEC	C	2 2 6 9	0	0	0	2 2 6 9
4.	WILLIAMS LOYD BUS MANAGER	P	1 0 3 5 0 2	0	6 6 7 0	1 0 2 6	1 1 1 1 9 8
5.	ALEXANDER THOMAS BUSINESS AGENT	C	8 6 5 2 2	0	2 0 6	3 0 2 9	8 9 7 5 7
6.	LOWNEY HAROLD BUSINESS AGENT	P	6 5 4 5 8	0	1 8 3 2	5 6 2	6 7 8 5 2
7.	LANCASTER RAYMOND BUS AGENT/ MGR	C	8 2 1 2 1	0	6 2 0	1 8 5 5	8 4 5 9 6
8. Totals from additional pages (if any)			1 4 2 7 4 7	0	1 0 6 3	6 3 6	1 4 4 4 4 6
9. Totals of Lines 1 through 8			4 8 6 7 8 5	0	1 0 3 9 1	7 1 0 8	5 0 4 2 8 4
				10. Less Deductions		1 7 0 0 4 1	
The total from Line 11 is entered in Item 56				11. Net Disbursements		3 3 4 2 4 3	

*Code for Status (C): past officer - P; continuing officer - C; new officer during the reporting period - N.

(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in Item 75.)

SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 0 2 8 - 0 2 9

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
GARZA MINERVA 1. OFFICE STAFF N/A	5 9 3 2 1	0	0	0	5 9 3 2 1
SANTANA MARLEEN 2. OFFICE STAFF N/A	5 9 0 7 8	0	0	0	5 9 0 7 8
FOLEY SUSAN 3. OFFICE STAFF N/A	5 8 5 6 4	0	0	0	5 8 5 6 4
SAKAMOTO KELLY 4. OFFICE STAFF N/A	5 2 9 3 1	0	0	0	5 2 9 3 1
SAKAZAKI ELAINE 5. OFFICE STAFF N/A	5 4 7 3 2	0	0	0	5 4 7 3 2
6. Totals from additional pages (if any)	5 6 7 1 6	0	0	0	5 6 7 1 6
7. Totals for all employees who, during the reporting period, received \$10,000 or less in total disbursements from your organization and any affiliates	6 4 1 1	0	0	0	6 4 1 1
8. Totals of Lines 1 through 7	3 4 7 7 5 3	0	0	0	3 4 7 7 5 3
			9. Less Deductions		1 3 1 6 2 2
The total from Line 10 is entered in Item 57			10. Net Disbursements		2 1 6 1 3 1

SCHEDULE 11 - BENEFITS

FILE NUMBER: 0 2 8 - 0 2 9

Description (A)	To Whom Paid (B)	Amount (C)
1. DEATH BENEFITS	BENEFICIARY	7 8 0 0 0
2. DISABILITY PAYMENTS	DISABLED MEMBERS	1 7 7 1 5
3. HEALTH & WELFARE	TRUST FUNDS	1 4 3 0 9 0
4. PENSION	TRUST FUNDS	2 6 3 5 6 6
5. Total from additional pages (if any)		4 6 4 5 1
6. Total of Lines 1 through 5		5 4 8 8 2 2
The total from Line 6 is entered in Item 63		

SCHEDULE 12 - CONTRIBUTIONS, GIFTS & GRANTS

Description (A)	Amount (B)
1. CHARITABLE & CIVIC	3 3 4 9 0
2. LABOR ORGANIZATION / ACTIVITY	3 7 9 0 0
3. FLOWERS & MEMORIALS	1 0 7 5
4. GIFTS & AWARDS	1 3 2 1 4
5. BALLOT MEASURE DONATIONS	1 0 0 2 0 0
6. ATTENDANCE INCENTIVES	2 7 3 2
7. Total from additional pages (if any)	
8. Total of Lines 1 through 7	1 8 8 6 1 1
The total from Line 8 is entered in Item 64	

SCHEDULE 13 - OFFICE & ADMINISTRATIVE EXPENSE

Description (A)	Amount (B)
1. OFFICE SUPPLIES & EXPENSES	2 6 4 2 1
2. SHREDDING	2 2 2 2
3. TELEPHONE	1 3 9 3 6
4. INTERNET FEES	1 8 0 9
5. REPAIRS & MAINTENANCE	2 0 8 8 7
6. EQUIPMENT RENTAL	5 5 9 9
7. Total from additional pages (if any)	5 1 7 0 6 7
8. Total of Lines 1 through 7	5 8 7 9 4 1
The total from Line 8 is entered in Item 60	

SCHEDULE 14 - OTHER RECEIPTS

Description (A)	Amount (B)
1. REFUNDS & REIMBURSEMENTS	1 9 2 0 3 4
2. MEMBERS VAC MONIES	5 8 7 5 8
3. MORTGAGE REFI PROCEEDS	6 2 8 5 7 9
4. 100TH ANNIVERSARY RECEIPTS	9 2 1 2 5
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	9 7 1 4 9 6
The total from Line 17 is entered in Item 54	

SCHEDULE 15 - OTHER DISBURSEMENTS

Description (A)	Amount (B)
1. WAGE EQUALITY	7 7 7 8 5
2. SOFTBALL TEAM EXPENSE	1 0 0 0
3. REFUNDS OF DUES & FEES	3 3 3 0
4. NSF CHECKS	1 5 2
5. VAC / DUES / SVGS WITHHELD & FRD	7 4 4 5 9
6. MEMBERSHIP VACFUNDS REMITTED	5 2 1 8 2
7. LOAN ACQUISITION FEES	6 8 3 2 3
8. 100TH ANNIVERSARY	1 3 7 2 7 7
9. BENEVOLENCE COMMITTEE	3 4 9 0 9
10. RNTL EXP: MORTG INTEREST	9 5 8 2 1
11. RNTL EXP: UTILITIES	2 5 7 7 4
12. RNTL EXP: REPAIRS & MAINT	7 8 4 5
13. RNTL EXP: INSURANCE	7 5 7 3
14. RNTL EXP: PROP TAX	4 6 1 7 4
15. RNTL EXP: MANAGEMENT FEES	1 2 1 1 0
16. Total from additional pages (if any)	3 6 1 1 2 4
17. Total of Lines 1 through 16	1 0 0 5 8 3 8
The total from Line 17 is entered in Item 73	

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS *(continued)*

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
JOHNSTON JAMES BUSINESS AGENT	C	1 0 1 2 2 9	0	1 0 6 3	3 3 2	1 0 2 6 2 4
SECOR JAMES INSIDE GUARD	C	1 0 8 6	0	0	0	1 0 8 6
ALEXANDER BILL EXECUTIVE BOARD	C	9 9 5	0	0	0	9 9 5
CARRASCO RUDOLPH EXECUTIVE BOARD	C	2 0 0 0 2	0	0	3 0 4	2 0 3 0 6
RODRIGUEZ DAVID EXECUTIVE BOARD	C	8 1 5	0	0	0	8 1 5
STEGEMAN RICHARD EXECUTIVE BOARD	C	9 9 5	0	0	0	9 9 5
MARAGONI GINO FIN COMMITTEE	C	1 0 8 6	0	0	0	1 0 8 6
SAHNI NAVIN FIN COMMITTEE	C	3 6 2	0	0	0	3 6 2

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS *(continued)*

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Status (C)*	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>							
SALBERG MARTIN FIN COMMITTEE	C		8 1 3	0	0	0	8 1 3
BURTON DAN PLMB EXAM BOARD	C		3 6 4	0	0	0	3 6 4
CASTRO JAMES PLMB EXAM BOARD	C		8 1 7	0	0	0	8 1 7
GONZALEZ PETER PLMB EXAM BOARD	C		1 0 8 6	0	0	0	1 0 8 6
MAXIE EDDIE PLMB EXAM BOARD	C		2 1 4 7	0	0	0	2 1 4 7
PAYNE LEONARD PLMB EXAM BOARD	C		4 5 5	0	0	0	4 5 5
BAILEY BILL STMF EXAM BOARD	C		3 8 9 8	0	0	0	3 8 9 8
GLENN GARY STMF EXAM BOARD	C		4 5 3	0	0	0	4 5 3

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS (continued)

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Status (C)*	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>							
PETERSON DARYL STMF EXAM BOARD		C	5 4 6	0	0	0	5 4 6
BERRY LANCE REF EXAM BOARD		C	9 1	0	0	0	9 1
ESTEP SCOTT REF EXAM BOARD		C	2 7 3 4	0	0	0	2 7 3 4
KENNEDY SCOTT REF EXAM BOARD		C	1 8 2	0	0	0	1 8 2
LIKENESS MARK NEG COMMITTEE		C	1 2 8 1	0	0	0	1 2 8 1
SMITH MICHAEL NEG COMMITTEE		C	2 5 0	0	0	0	2 5 0
BARRY WARREN IND STUDY COMM		C	1 0 6 0	0	0	0	1 0 6 0
GUNTHRIE WILLIAM EXEC BOARD		N	0	0	0	0	0

ORGANIZATION NAME:
PLUMBERS AFL-CIO

ENDING DATE OF PERIOD COVERED:
12/31/2003

FILE NUMBER: **0 2 8 - 0 2 9**

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES *(continued)*

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
VICARI	MARLEN	2 5 5 1 6	0	0	0	2 5 5 1 6
OFFICE STAFF						
N/A						
DOUGLAS	WILLIAM	3 1 2 0 0	0	0	0	3 1 2 0 0
OFFICE STAFF						
N/A						

ENDING DATE OF PERIOD COVERED:
12/31/2003

FILE NUMBER: 028 - 029

[illegible]

ORGANIZATION NAME:
PLUMBERS AFL-CIO

ENDING DATE OF PERIOD COVERED:
12/31/2003

FILE NUMBER: 0 2 8 - 0 2 9

SCHEDULE 15 – OTHER DISBURSEMENTS (continued)

Description (A)	Amount (B)
RNTL EXP: JANITORIAL	1 6 1 8 9
RNTL EXP: LANDSCAPING	6 7 9 9
RNTL EXP: SECURITY SERVICE	5 1 5
RNTL EXP: TRASH REMOVAL	1 9 9 8
RNTL EXP: TAXES	1 4 0 0 6
RNTL EXP: CONSULTING	2 4 3 7 5
RNTL EXP: LOAN PRPYMNT PENALTY	1 2 8 4 9 8
RNTL BLDG MORTGAGE PRIN PYMT	1 6 8 7 4 4

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION *(continued)*

Item Number		Estimated Fair Market Value
23	ASSETS PLEDGED AS COLLATERAL ON MORTGAGE LOAN:	
	Land and building 6140 Cottle Road, San Jose, CA 95123	Unknown
	Land and building 6150 Cottle Road, San Jose, CA 95123	Unknown
	Certificate of Deposit	223,918

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION *(continued)*

Item Number	
14	<p>INDEPENDENT AUDITOR:</p> <p>PARRISH & PETERSON ACCOUNTANCY CORP, AUDIT IN PROGRESS</p>

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION (*continued*)

Item Number
13

ACQUISITION OR DISPOSITION OF PROPERTY:

Office equipment with an original cost of \$36,249 and a remaining book value of \$1,192 was abandoned.

ORGANIZATION NAME:
PLUMBERS AFL-CIO

FILE NUMBER: 0 2 8 - 0 2 9

ENDING DATE OF PERIOD COVERED:
12/31/2003

SCHEDULE 5 – FIXED ASSETS: LAND (continued)[illegible]

ORGANIZATION NAME:
PLUMBERS AFL-CIO

ENDING DATE OF PERIOD COVERED:
12/31/2003

FILE NUMBER: **0 2 8 - 0 2 9**

SCHEDULE 5 – FIXED ASSETS: BUILDINGS *(continued)*

Description of Buildings <i>(give location)</i> (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
6140 COTTLE RD., SAN JOSE, CA	2 2 9 0 7 4 5	2 0 0 5 7 5	2 0 9 0 1 7 0	